

## 2008 UNTHSC Faculty/Staff Survey of Organizational Excellence

### Comparison of Survey Constructs for Faculty and Staff

Higher Scoring Constructs

Lower Scoring Constructs

Constructs have been color coded to highlight areas of relative strength and concern. The five highest scoring constructs for each school/administrative unit are blue, and the lowest scoring constructs are red. Scores above 300 suggest that employees perceive the issue more positively than negatively, and scores of 400 or higher indicate areas of substantial strength. Conversely, scores below 300 are viewed more negatively by employees, and scores below 200 should be a significant source of concern for the organization and should receive immediate attention. In keeping with UNTHSC's organizational focus on continuous improvement, the red constructs, even if scoring 300 or better (i.e. viewed positively by respondents), represent opportunities for improvement.

		Survey Constructs	All Respondents Benchmark*	UNTHSC	UNTHSC Faculty	UNTHSC Staff
Dimensions	Work Group	Supervisor Effectiveness	344	346	352	345
		Fairness	363	336	342	334
		Team Effectiveness	344	324	321	326
		Diversity	359	349	356	347
	Accommodations	Fair Pay	260	257	292	245
		Physical Environment	380	379	385	378
		Benefits	361	364	375	360
		Employment Development	357	354	363	351
	Organizational Features	Change Oriented	346	343	347	342
		Goal Oriented	362	348	338	351
		Holographic	355	347	346	348
		Strategic	394	372	358	377
		Quality	391	370	360	374
	Information	Internal	335	319	326	317
		Availability	373	349	345	350
		External	378	360	352	362
	Personal	Job Satisfaction	369	358	346	361
		Time and Stress	366	354	340	358
		Burnout	371	365	362	367
		Empowerment	363	348	342	350
		<i>Number of Respondents</i>		554	136	404
		<i>% of Respondents</i>		100%	25%	73%
		<i>Survey Response Rate</i>	63%	44%	43%	44%

\*Participants in the survey include nonprofit state entities ranging from the THECB to the Department of State Health Services, and higher education institutions such as the Texas A&M University System, UT-Austin, and Texas Tech.